

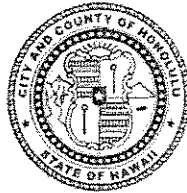
DEPARTMENT OF THE CORPORATION COUNSEL  
**CITY AND COUNTY OF HONOLULU**

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HONOLULU, HAWAII

MAY 15 3 55 PM '08

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MAYOR



May 14, 2008

The Honorable Todd K. Apo, Chair  
Budget Committee  
Honolulu City Council  
530 South King Street, Room 202  
Honolulu, Hawaii 96813

RECEIVED  
TODD K. OKINAGA  
CORPORATION COUNSEL  
DONNA M. WOO  
FIRST DEPUTY CORPORATION COUNSEL  
2008 MAY 15 A 10:04  
CITY COUNCIL  
HONOLULU, HAWAII

Subject: Bill 18, CD1; Proposed Salary Structure for Deputies Corporation Counsel

Dear Chair Apo:

Thank you for the opportunity to submit additional testimony regarding Bill 18, CD1, and to further expand upon this department's pending request for salary funds to support the implementation of a salary structure for Corporation Counsel ("COR") deputies.

Based on the proposed structure, the salaries of deputies with ten or more years of experience would generally be adjusted up to a set amount, e.g., \$80,000 (starting salary for new attorneys at top local law firms) or \$94,000 (the minimum amount paid to Maui deputies corporation counsel who have nine or more years of experience (10 out of 14 total deputies) pursuant to Maui county ordinance). We humbly request the lower of the two salary structures, i.e., the \$80,000 structure. The adoption of the proposed structure will help bring COR attorney salaries closer to those paid to attorneys at other local government offices, as well as provide a salary standard or base useful in determining the level of funding required for deputies' salaries and pay raises in the future.

While we are very pleased and excited by the opportunity to implement such a structure, such implementation without additional adjustments in salaries for other deputies will create inequities, e.g., very experienced deputies being paid only slightly more than those with ten years of experience, and a very sharp drop-off between the ten year deputies and next tier of deputies. We respectfully request, therefore, consideration for additional salary monies to address through merit increases inequities that will arise because of implementation of the proposed structure. We believe an average increase of eight percent for the deputies, with larger percentage increases


The Honorable Todd K. Apo, Chair  
Budget Committee  
May 14, 2008  
Page 2

being made at the bottom of the range (\$50,000), and larger dollar amount (but smaller percentage) increases being made at the top of the range. This increase will be awarded as merit increases based on deputy evaluations, and subject to the discretion of the Corporation Counsel. A five percent increase was recently approved by the City and County of Honolulu Salary Commission for all Deputy Prosecuting Attorneys and Deputy Corporation Counsels. We believe the adoption of the proposed structure and the average eight percent, merit-based increase for other deputies would enable us to successfully implement the proposed structure and retain our more experienced deputies.

The cost of the alternative versions of our request, i.e., the net amount of additional salary monies needed in COR's FY09 budget over and above what is currently proposed in the Mayor's operating budget, is shown on the table attached hereto for your review.

We thank you again for your continued assistance and your consideration, and welcome any questions or comments by you and your staff, or other members of the Council regarding this matter.

Very truly yours,

  
CARRIE K.S. OKINAGA  
Corporation Counsel

Attachment

cc: Budget Committee Members

FORWARDED:

  
Mary Pat Waterhouse, Director  
Department of Budget & Fiscal Services

The Honorable Todd K. Apo, Chair  
Budget Committee  
May 14, 2008  
Page 3

APPROVED:

A handwritten signature in cursive script, appearing to read "Wayne M. Hashiro", is written above a horizontal line.

Wayne M. Hashiro, P.E.  
Managing Director

DEPARTMENT OF THE CORPORATION COUNSEL  
 PROPOSED DEPUTY SALARY STRUCTURE  
 May 14, 2008

	5% Salary Increase Recommended by Salary Commission	\$80,000 Structure (for Deputies with 10 or More Years Experience) and Average 8% Increase for Others	\$94,000 Structure (for Deputies with 10 or More Years Experience) and Average 8% Increase for Others
Salary Required	3,145,934	3,281,070	3,472,166
FY09 Proposed Deputy Salaries (Includes 4% Salary Adjustment)	(3,134,255)	(3,134,255)	(3,134,255)
Additional Amount Needed	\$ 11,679	\$ 146,815	\$ 337,911